

Development-(195+8) Department.

Ms. SERIES.

G.O. No. 1933

Dated 19-4-48

[Despatch Abstract.]

Labour - I.L.O. questionnaire on Medical Rehabilitation,
Training and Employment of Disabled persons - Information furnished to the Government of India.

GOVERNMENT OF INDIA

MINISTRY OF LABOUR

No. LC-54(7) dated New Delhi, the 6th December 1947.

From

Rai Bahadur H. Khanna,
Deputy Secretary to the Government of India.

To

The Secretary to the Government of Madras,
Development Department,
M a d r a s .

Sir,

Subject: Medical Rehabilitation, Training and
Employment of disabled persons.

I am directed to enclose a *copy of a letter No.A.1(E&R) 1601/47, dated the 21st November 1947 from the I.L.O (Indian Branch) together with a copy of the questionnaire on Medical Rehabilitation, Training and Employment of disabled persons and to request that the information called for in the questionnaire may be furnished at an early date for transmission to the International Labour Organisation.

I have the honour to be,

Sir,

Your most obedient servant,

Sd. (H. Khanna)

Deputy Secretary to the Government,
of India.

INTERNATIONAL LABOUR OFFICE
INDIAN BRANCH.

A.1(E & R.) /1601/47 Dated New Delhi, 21st November, 1947.

From

The Acting Director,
International Labour Office,
Indian Branch, New Delhi.

To

The Secretary to the Government of India,
Ministry of Labour,
New Delhi.

Sir,

In furtherance of its studies on the rehabilitation of disabled persons, the I.L.O is now collecting information on measures already adopted or proposed in various countries concerning their medical rehabilitation, training and employment. It is proposed to bring up to date the study on the subject brought out by the I.L.O in 1945 by including information from those countries for which, at that time, it was not possible to collect the necessary documentation.

As with the previous report ("The Training and Employment of Disabled Persons"), the new study will be based on the principle laid down in the Recommendation adopted by the I.L. Conference in 1944 on the organisation of employment in the transition from war to peace, which

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which says that "the criterion for the training and employment of ~~workers~~ disabled workers should be the employability of the workers, whatever the origin of the disability.

The information available at the Montreal Office of the I.L.O. is somewhat fragmentary and incomplete, and it is desired to supplement it by additional information, especially on the practical steps which have been taken to deal with the problem. A list of questions has, therefore been drawn up and a copy of this list is enclosed herewith. I should be very grateful if you would be so good as to Provide me with whatever information you may be able to provide on the lines indicated in this list, especially in respect of disabled persons in industry(A reply to the questionnaire has been received from the Director of Employment Exchanges, Directorate-General of Resettlement and Employment in respect of disabled ex-servicemen)

I should be grateful to receive an early reply.

I have the honour to be,
Sir,
Yours most obedient servant.

Sd/-
Acting Director.

Questionnaire on Medical Rehabilitation, Training and Employment of Disabled Persons.

1. a) What measure exist for medical rehabilitation, vocational guidance, training and employment of disabled persons ?

b) To what categories of disabled persons do they apply (civilians, veterans, victims of employment injuries, etc.)
2. Do you consider medical rehabilitation to comprise systematic medical care from the beginning of the disabling disease or injury until placement in suitable competitive or sheltered employment?
3. Is there a sufficient number of institutions, conveniently located, to provide the different forms of care; are they co-ordinated so as to ensure continuity of treatment; are they accessible to all classes or patients, irrespective of their ability to pay for care and appliances ?
4. Do the existing facilities provide for the following activities of medical rehabilitation, especially and separately for (a) amputee, (b) tuberculous, (c) blind (d) deaf-mutes ?
 - (1) Skilled specialised medical treatment (accident hospitals and fracture departments, tuberculosis hospitals and sanatoria, eye clinics and institutions for the blind, hearing -clinics);
 - (2) physio- and occupational the rapy;
 - (3) convalescent care, including reconditioning and prevocational training;
 - (4) Supply and renewal of appliances;
 - (5) adequate maintenance allowances under social insurance or assistance;

(Cont.)

- (6) institutes for employment of the handicapped under special conditions.
5. Is there any difference between the care provided for employment injuries and other cases ?
6. In there any difference between the care provided for military cases and war-connected disabled and other civilians ? Are military rehabilitation institutions being extended to the needs of the civilian population ?
7. In there a national department competent to organise and co-ordinate rehabilitation policies and services ?
8. Are there, instead of or in addition to general regulations, special measures taken by employers and workers related to some phase of rehabilitation and resettlement (e.g. in collective bargaining) ?
9. Is there a system of registration of disabled persons if so, is it on a compulsory or a voluntary basis ? What are the adopted criteria ?
10. a) What administrative bodies are carrying out vocational guidance; training and employment of the disabled ?
- b) What measures are taken to secure co-ordination of activities of the administrative bodies working on behalf of the disabled, and the private institutions active in medical and vocational rehabilitation of the disabled ?
- c) What measures are taken to secure co-ordination of activities of the administrative bodies working on behalf of the disabled, and the private institutions active in medical and vocational rehabilitation of the disabled ?
11. Does any co-operation exists between employers' organisations and trade unions and the administrative bodies insofar as vocational guidance training and employment of disabled persons are concerned ?
12. What measures have been taken to secure co-operation between the medical services and the various services active in vocational guidance, training, placement and resettlement of disabled workers in normal work or in work under special conditions ?
13. a) What are the fundamental principles, the adopted methods and the available tools for the vocational guidance of disabled persons ?
- b) What measures have been taken to secure vocational guidance for all disabled persons seeking employment ?
14. a) Do disabled persons receive training in company with able-bodied workers ?
- b) In what category of schools, undertaking and trades is provision made for training or retraining of disabled persons ?
- c) If disabled persons receive training or retraining in company with able-bodied persons, do special measures exist on their behalf, such as medical supervision, rest periods, etc. ?

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14. d) On what basis are the disabled selected for training or retraining ? Does this selection take into consideration their physical impairment ?
- e) Is there any preference for veterans ?
15. Are there special regulations for training and retraining of
- disabled young persons;
disabled women ?
16. a) Are there special centres or special measures for training and retraining of certain categories of disabled persons (amputees, tuberculosis blind, deaf-mutes, etc.) ?
- b) Are there measures which provide for home training and retraining for seriously disabled persons ?
17. What measures have been taken to secure medical supervision of training and retraining of the disabled ?
18. Are there provisions for financial support and other facilities, designed to allow the disabled to undergo training or retraining ? In what way are these provisions the result of social insurance or social assistance measures ?
19. Do any obligations exist for the employer to provide training or retraining for a certain number of disabled workers ?
20. What qualifications are required for vocational guidance, training and retraining officers ?
21. What measures have been taken to secure employment for the disabled ? Is there a compulsory quota ? Are certain jobs in certain industries or activities designated for disabled persons or for special categories of disabled persons ? Are there special preferences for disabled in certain work activities ? Do the employment services receive special instructions ? Is there any action of propaganda among employers and workers for the employment of disabled persons ?
22. Are there any measures which provide for preference for the employment of disabled veterans ?
23. Are there any measures to facilitate settlement of disabled persons in individual work and in agriculture (by loans, grants, provisions of tools, etc) ?
24. a) What placement system exist and how are they organised ?
- b) Are there any measures to facilitate placement of disabled (relation between vocational qualifications and physical impairment; adjustment of working conditions to certain types of disablement) ?
- c) Has any specialised information been assembled to facilitate the placement of disabled workers ?
25. a) What measures have been taken to secure employment for the severely disabled under

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special conditions ?

b) ~~XXXXXXXXXXXXXXXXXXXX~~ What type of work is done and how are the products of the work marketed ?

26. Are there any measures which provide for special working conditions for all disabled or for certain categories of disabled persons (e.g. special rates of wages, rest periods, restrictions on overtime, etc.)?

27. What is the estimates absolute importance of the disabled in the various categories ?

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Development Department.

Letter Ms.No.1933, dated 19-4-48.

To the Secretary to the Government of India,
Ministry of Labour,
New Delhi.

Sir,

Sub:- Labour - I.L.O. questionnaire on Medical Rehabilitation, Training and Employment of disabled persons - Information furnished to the Government India.

Ref: Rai Bahadur Khanna's letter No.L.C.54(7), dated 6-12-47.

I am directed to furnish the information asked for in the questionnaire sent with the letter cited.

Sd. x x x x x x x x x,
4-4-48.

Encl.)

Office of the Commissioner of Labour
Chepauk, MADRAS, dated 23-3-48.

QUESTIONNAIRE ON MEDICAL REHABILITATION, TRAINING AND EMPLOYMENT
OF DISABLED PERSONS.

From

R.M.Sundaram, Esqr., OBE., ICS.,
Commissioner of Labour, M A D R A S .

To

The Secretary to Government,
Development Department, Fort St. George,
M A D R A S .

Sir,

Sub: LABOUR - Medical Rehabilitation, Training and Employment of disabled persons - Information regarding -- Request for from the International Labour Organization.

Ref: Government Memo No.123264-P-IV/47-1 dated 17-12-1947.

The information called for in the questionnaire is furnished below after consultation with ~~the~~ the Director

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Director of Resettlement and Employment and the Surgeon-General: -

Question 1. (a) What measures exist for medical rehabilitation, vocational guidance, training and employment of disabled persons ?

Answer

Red Cross Homes, St. Dunstan's Homes.
Services Convalescent Rehabilitation Centres
Ministry of Labour Training Centres for War Disabled.

(b) To what categories of disabled persons do they apply (civilians, veterans, victims of employment injuries, etc.)

Ans. Only to the War Disabled and Veterans.

2. Do you consider medical rehabilitation to comprise systematic medical care from the beginning of the disabling disease or injury until placement in suitable competitive or sheltered employment ?

Ans. Yes.

3. Is there a sufficient number of institutions, conveniently located, to provide the different forms of care are they co-ordinated so as to ensure continuity of treatment; are they accessible to all classes of patients, irrespective of their ability to pay for care and appliances ?

Ans. In teaching hospitals there are sections dealing with these, but they are not adequate as there is no staff for the after care of the patients which is very essential. Occupational therapy is under trial and is being done by honorary workers to a very limited extent. The facilities which exist are available for all classes of patients. Tirupattur Blind School, Ramnad, Admits all classes irrespective of their ability to pay. Hardly anyone has been able to contribute financially to his stay here.

4. Do the existing facilities provide for the following activities or medical rehabilitation, especially and separately for (a) amputee, (b) tuberculous, (c) blind, (d) deaf-mutes?

Ans. (1) Skilled specialised medical treatment (accident hospitals and fracture departments, tuberculosis hospitals and sanatoria, eye clinics and institutions for the blind, hearing-clinics);

(2) Physio - and occupational therapy;

(3) convalescent care, including re-conditioning and prevocational training.

(4) supply and renewal of appliances;

(5) adequate maintenance allowances under social insurance or assistance;

(6) institutes for employment of the handicapped under special conditions;

Ans. (a) Nil

(b) Nil.

- (c) Yes. Disabled blind children are given training in tape weaving, mat making, rope making, rattan work, gardening, drill basketry, lead work besides general education and music.
- (d) There is a school for deaf and dumb in Madras.
- (1) Facilities exist in teaching institutions only.
- (2) Physiotherapy exists but in a very perfunctory way. Occupational therapy is being done by honorary workers to a very limited extent.
- (3) Yes. Blind children participate in physical activities such as football, skipping, etc.
- (4) Yes. There is no scheme for supply of appliances and there are no mechanics; there are no firms who can make Orthopaedic appliances easily and satisfactorily. Local men have been trained to do these under the guidance of the surgeon who has to advise them. There are no firms who can take orders and carry them out. There are no organizations attached to the hospitals for this purpose.
- (5) No insurance, only stipend is paid. Some firms have insured their labour and such labour get their maintenance allowance. The others depend on the Labour Department for assistance under the Workmen's Compensation Act.
- (6) No. There is no institution for the employment of the handicapped.

Q. 5. Is there any difference between the care provided for employment injuries and other cases?

Ans. Does not arise as no facilities exist for either purpose.

Q. 6. Is there any difference between the care provided for military cases and war-connected disabled and other civilians? Are military rehabilitation institutions being extended to the needs of the civilian population?

Ans. (a) Yes. Those Centres are purely for disabled Ex-Soldiers not extended to Civilians.

(b) No.

Q. 7. Is there a national department competent to organise and co-ordinate rehabilitation policies and services?

Ans. There is no national department to organize and co-ordinate rehabilitation policies and service.

Q. 8. Are there, instead of or in addition to general regulations, special measures taken by employers and workers, related to some phase of rehabilitation and resettlement (e.g. in collective bargaining)?

Ans. No.

(Cont.)

Q.9 Is there a system of registration of disabled persons ? If so, is it on a compulsory or a voluntary basis ? What are the adopted criteria ?

Ans. Yes. Only the War Disabled. Voluntary. No criteria adopted.

Q.10. (a) What administrative bodies are carrying out vocational guidance ; training and employment of the disabled?

(b) What measures are taken to secure co-ordination of activities of the administrative bodies working on behalf of the disabled and those for non-disabled workers ?

(c) What measures are taken to secure co-ordination of activities of the administrative bodies working on behalf of the disabled, and the private institutions active in medical and vocational rehabilitation of the disabled?

Ans. a. The Directorate General of Resettlement Ministry of Labour. The non-Government institutions for the blind are: -

i. The Andhra Evangelical Lutheran Church Management Lutheran School for the blind Rentichintala.

ii) The Church of Sweden Mission - Blind School, Tirupattur, Ramnad.

iii. Roman Catholic - Government aided. Little Flower School for the Blind and Deaf-mutes, Priory, Madras.

iv) The Madras Association for the blind Government aided-Victory Memorial Blind School, Poonamallee

(b) None.

(c) None.

Q.11. Does any co-operation exist between employer organisations and trade unions and the administrative bodies in so far as vocational guidance, training and employment of disabled persons are concerned ?

Ans. Yes; to some extent for Employment alone, between Employment Exchanges and individual employers or concerns, but not with either Trade Unions or Employers' Organisation.

Q.12. What measures have been taken to secure co-operation between the medical services and the various services active in vocational guidance, training, placement and resettlement of disabled workers in normal work or in work under special conditions ?

Ans. None.

Q.13. a) What are the fundamental principles, the adopted methods and the available tools for the vocational guidance of disabled persons ?

b) What measures have been taken to secure vocational guidance for all disabled persons seeking employment ?

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Ans. (a) No special principles except following the principles of Technical Training scheme and instructions from the Labour Department received from time to time.

(b) Employment Advisory Service has been set up at all Employment Exchanges who provide employment according to the Nature of individual ability, aptitude and merit or skill.

Q.14. a) Do disabled persons receive training in company with able-bodied workers ?

b) In what category of schools, undertakings and trades is provision made for training or retraining of disabled persons ?

c) If disabled persons receive training or retraining in company with able-bodied persons, do special measures exist on their behalf, such as medical supervision, rest periods, etc. ?

d) On what basis are the disabled selected for training or retraining ? Does this selection take into consideration their physical impairment ?

e) Is there any preference for veterans ?

Ans. a) No.

b) Vocational Training institutions not involving heavy manual labour. The Trades are:

1. Weaving (Textiles)
2. Fitters.
3. Carpentry.
4. Tin & Coppersmithy.
5. Toy making
6. Vegetables.
7. Basket making
8. Poultry farming.
9. Tailoring.
10. Clerk Typist.
11. Stenography.
12. Calico Printing.
13. Brushware.
14. Painting & Decorating
15. Knitting.
16. Book binding
17. Coir Weaving
18. Fruit Preservation.
19. Upholstery.
20. Mat Weaving.

c) No special measures but medical officers look after general health.

d) The selection is based upon the disability, mental aptitude, physical fitness, hereditary and environmental acquirements of the individuals. Physical impairment is considered in the selection.

e) No.

Q.15. Are there special regulations for training and retraining of disabled young persons; disabled women ?

Ans.

Cont.

Ans. No.

Q. 16. a) Are there special centres or special measures for training and retraining of certain categories of disabled persons (amputees, tuberculous, blind, deaf-mutes, etc) ?

b) Are there measures which provide for home-based training and retraining for seriously disabled persons ?

Ans. a) There are no special Centres run by the Government; but there are voluntary philanthropic institutions, partly financed and aided by Government for the blind, deaf and dumb only. Special methods of teaching and measures are followed at these institutions.

b) None.

17. Q. What measures have been taken to secure medical supervision of training and retraining of the disabled ?

Ans. The disabled are under the constant care of medical officers attached to the Training Centres and reactions on the disability are attended to in Military Hospitals.

The blind boys are sent to their villages after completed training to work under the supervision of the Blind School at Ramnad.

Q.18. Are there provisions for financial support and other facilities, designed to allow the disabled to undergo training or retraining ? In what way are these provisions the result of social insurance or social assistance measures ?

Ans. The trainees are given boarding and lodging and training clothing, medical assistance free with Rs. 10/- To Rs. 15/- stipend also. 10 in the case of Vocational and 15 in the case of Technical.

In the workshop attached to the Victory Memorial Blind School, Poonamallee, the blind children are paid wages for work done by them in addition to free boarding. Free food and lodging are provided in a selected home in Ramnad for the blind persons.

Q.19; Do any obligations exist for the employer to provide training or retraining for a certain number of disabled workers ?

Ans. Legally none.

Q.20. What qualifications are required for vocational guidance, training and retraining officers ?

Ans. A good technical degree with knowledge of ~~psychology~~ psychology, knowledge and training in special methods of instructions to various categories of disabled, particularly the blind, deaf and dumb, combined with a high sense of social service. Training in Social Service would be an asset.

Q21. What measures have been taken to secure employment for the disabled ? Is there a compulsory quota ? Are there certain jobs in certain industries or activities designated for disabled persons or for special categories of disabled

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disabled persons ? Are there special preferences for disabled in certain spe work activities ? Do the employment services receive special instructions ? Is there any action of propaganda among employers and workers for the employment of disabled persons ?

Ans. a) Employment Exchanges have been organized all over the country and they contact all employers including the Government and give special preference to the disabled.

b. No

c. No.

d. None.

e. Yes.

f. Yes. Undertaken by the Ministry of Labour through the Directorate General of Resettlement and Employment.

Q. 22. Are there any measures which provide for preference for the employment of disabled veterans ?

Ans. No.

Q. 23. Are there any measures to facilitate settlement of disabled persons, in individual work and in agriculture (by loans, grants, provision of tools etc.) ?

Ans. Yes; by grants and provision of tools from the Red Cross and, or through Co-operative Societies.

Q. 24. a) What placement system exist and how are they organised ?

b) Are there any measures to facilitate placement of disabled (relation between vocational qualifications and physical impairment; adjustment of working conditions to certain types of disablement) ?

c) Has any specialised information been assembled to facilitate the placement of disabled workers ?

Ans. a) None.

b) No.

c) Not known.

Q. 25. a) What measures have been taken to secure employment for the severely disabled under special conditions ?

b) What type of work is done and how are the products of the work marketed ?

Ans. a) None.

B) Not known.

Q. 26. Are there any measures which provide for special working conditions for all disabled or for certain categories of disabled persons (e.g. special rates of wages, rest period restrictions on overtime, etc.,) ?

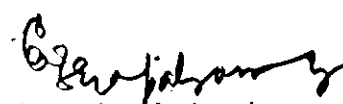
Ans. None.

Q.27. What is the estimated-absolute importance of the disabled in the various categories ?

Ans. None.

Sd. for Commissioner of Labour.

/True copy


Office Assistant,
Madras Record Office.


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